

**Council on Postsecondary Education
Committee on Equal Opportunities
October 13, 2009**

2009 Institutional Department of Public Safety Reports

In 2002, the Committee on Equal Opportunities asked institutions to provide selected information regarding the work of the campus public safety departments. These data were intended to inform the institutions and the committee about significant patterns of activity that may impact the retention of African American students. The typical institutional report has not depicted patterns that significantly influence African American students' retention or that of African American faculty and staff. Institutions appear to be paying close attention to the influence of campus safety on the retention of students, faculty, and staff. Staff recommends that the CEO move from an annual reporting cycle to collection on an ad hoc basis.

The role of the institutional department of public safety is to provide a safe environment that protects students, faculty, staff, administrators, and visitors on campus, and occasionally in the vicinity immediately adjacent to the campus. The following report covers the period between January 1, 2008, and December 31, 2008. While the Kentucky Community and Technical College System and its individual campuses do not have departments of public safety, administrators at the central office submitted a report that highlights safety and security precautions taken by the institutions. For example, each institution is required to have a crisis management/emergency response team. Also, the KCTCS director of crisis management administers an emergency response/crisis management policy.

Organization and Reporting Structure

Each university submitted a campus public safety report, including organizational charts that highlight the departmental structure, titles, and reporting structure/chain of command. Generally, institutional reporting structures/chain of command have not changed since the last reporting period.

The reports indicate that 17 (11.1 percent) of campus police officers were African American in 2008, compared to 14 (9.5 percent) in 2007. Systemwide, the racial breakdown shows a slight increase in the representation of African American police officers as well as the representation of white police officers (136 white officers in 2008, compared to 132 in 2007).

KCTCS follows Administrative Policy 3.3.17. The policy was developed to establish criteria for emergency response and crisis management plans that are maintained by all KCTCS colleges and the system office.

Department of Public Safety: Representation of Officers by Race

Institution	African American Police Officers		White Police Officers	
	2008	2007	2008	2007
EKU	2	3	23	23
KCTCS	Rely on State and Local Law Enforcement Agencies			
KSU	3	2	9	2
MoSU	1	0	10	10
MuSU	0	0	15	15
NKU	2	2	17	17
UK	2	2	27	30
UofL	6	4	23	23
WKU	1	1	12	12
Totals	17	14	136	132

Officer Selection

Each university, with the exception of the University of Louisville, reported that standard operating procedure is used for campus police hiring practices, and staffing had not changed since the 2007 report (advertising and application process, interviews, training and certification). The 16 KCTCS colleges rely on local and state law enforcement agencies to provide policing services to its campuses. Additionally, four KCTCS campuses contract with private security firms to provide campus patrol and parking services, and the system office and eight campuses employ security workers who have no arrest authority, but serve as points of contact for students or others who witness or are impacted by criminal activity.

The KCTCS crisis management/emergency response team is appointed by joint action of the KCTCS president/college president/campus director.

Crisis Team membership, System Office:

- KCTCS President
- Legal Counsel
- Chancellor
- Vice Presidents
- System Director of Human Resources
- System Director of Facilities
- System Director of Crisis Management
- Chief Information Officer
- Others as deemed appropriate

Crisis Team membership, KCTCS campuses:

- College President or Campus Director
- Chief Business Officer
- Chief Student Affairs Officer
- Representative from Human Resources
- Safety Officer
- Public Information Officer

Ongoing Training/Diversity Training/Interface with Students

Diversity training offered at Kentucky's public universities did not change from the previous year. The UK report indicated that all officers receive training on a yearly basis, and a new section was added to the WKU report regarding diversity training in 2008. A minimum of 40 hours of in-service training each calendar year is required by the state for continued peace officer certification. Based upon the information reported, training and workshop sessions include cultural diversity, ethics, firearms, hate crime policies, law enforcement, lethal weapons, public safety department philosophy, sensitivity, sexual harassment, and standard operating procedures. Colloquiums and seminars are provided by in-house staff and through the Equal Opportunity Office or Office of Multicultural Student Affairs/Services at several institutions. According to the ECU report, the Multicultural Affairs Office, or their designee, conducts training sessions annually that address diversity and sensitivity training initiatives. Diversity training appeared to be incorporated in the initial training program in Richmond, in addition to being offered at various times at the institutional level. Several institutions reported that various departments are responsible for presenting this information (please see the chart on the next page).

Department of Public Safety: Diversity Training

Institution	Ongoing Training	Diversity/Special Training	Interface with Students
EKU	No change from previous year (40 hours in-service).	Presented by Multicultural Affairs Office or designee; field training and police cyclist. Emphasis also placed on professional development.	Conducts residence hall programs.
KCTCS	No Information provided.	No information provided.	Implementation of a new emergency notification system, <i>Informacast</i> (SNAP). Notifies all Voice Over Internet Protocol (VOIP) phones/computers in a single building campus, over a college or entire system in emergencies. Also notifies cell phones with text and e-mail messages. Students, faculty, and staff are encouraged to enroll cell phones to receive messages.
KSU	No change from previous year (minimum of 40 hours in-service).	No change from previous year.	Works with the Student Government Association; in planning stage to implement new programs with the student resident population.
MoSU	No change from previous year.	No change from previous year.	New student days, orientation, SOAR, open houses, MSU 101 (introduction), self-defense classes, escorting services.
MuSU	No change from previous year.	No change from previous year.	No change from previous year.
NKU	No change from previous year (40 hours in-service).	According to NKU administrators, diversity is a common thread woven throughout courses.	Work with African American organizations to form partnerships, participate in diversity forums: NAACP, STAR. Presented w/training to learn of African American students' perception of police.
UK	No change from previous year (minimum of 40 hours in-service).	All UK Police Dept. personnel receive diversity training from the Institutional Equity and Equal Opportunity Office every year in addition to the Department of Criminal Justice that address related issues. Diversity training is also provided to all new personnel.	Offers Campus Oriented Police Program to build a bond between officers and students. Work with resident life, provide escort service, UK 101-college introduction.
UofL	No change from previous year (40 hrs. annual in-service training).	All peace officers are sent to at least one to two 40 hour classes certified with the Department of Criminal Justice Training. Officers attend classes and/or video training.	Community Policing Strategies include interaction with students through instruction in subjects of topical interest such as personal safety, property protection, alcohol and drug abuse programs, etc.
WKU	No change from previous year (40 hrs. training annually).	Training provided "in house" covering varied topics. Diversity topics are presented by the Office of the Dean of Student Life.	No Information provided.

Citations Issued by Institutions

Each university supplied information showing citations issued between January 1, 2008, and December 31, 2008 (the numbers/percentages only includes African Americans and whites). KCTCS does not have a campus police force, and information regarding citations issued on campus by local or state police is not maintained at the community and technical colleges. The information sought by the CEO is not included in another report produced by institutions (the Minger Report) and shared with CPE. The reports showed that five universities (MoSU, MuSU, NKU, UK, and UofL) saw an increase in the number of citations issued over the previous year. See the chart below*.

Department of Public Safety: Citations Issued by Institutions

Institution	Citations							
	2008				2007			
	African American		White		African American		White	
EKU	20	8%	237	92%	47	15%	330	88%
KCTCS	Not Applicable.							
KSU	159	62%	98	38%	231	70%	98	30%
MoSU	12	5%	223	95%	3	5%	56	94%
MuSU	40	13%	262	87%	13	10%	113	90%
NKU	46	13%	313	87%	26	8%	296	92%
UK	570	15%	3,361	85%	200	14%	1,234	86%
UofL	119	41%	172	59%	25	26%	70	74%
WKU	39	14%	231	86%	85	19%	356	81%

*Totals above include only African American and whites.

Arrests by Institutional Officers

A summary of arrests between January 1, 2008, and December 31, 2008, are reported in the chart below (the numbers/percentages only includes African Americans and whites). KCTCS does not have a campus police force, and information regarding arrests made on campus by local or state police is not maintained at the community and technical colleges. Four universities reported an increase in the number of African American arrests, in comparison to the previous year (KSU, MoSU, UK, and WKU). Three institutions (EKU, NKU, and UofL) reported a decrease in the number of African American and white arrests. The number of African Americans arrested by MuSU was the same in 2008 and 2007. See the chart below*.

Department of Public Safety: Institutional Arrests

Institution	Arrests							
	2008				2007			
	African American		White		African American		White	
EKU	7	6%	116	93%	16	9%	153	91%
KCTCS	Not Applicable							
KSU	23	82%	5	18%	14	58%	10	42%
MoSU	8	8%	90	92%	2	4%	48	96%
MuSU	9	11%	73	89%	9	9%	94	91%
NKU	12	23%	41	77%	13	18%	60	82%
UK	87	14%	541	86%	63	13%	426	86%
UofL	39	38%	63	62%	57	29%	136	70%
WKU	50	22%	178	78%	37	24%	115	76%

*Totals above include only African American and whites.

How the Data is used by Institutions

Each report offered a description of how institutions use the public safety information. The summary below identifies departments and individuals the data are shared with.

Institution	Public Safety Report/Data Shared with:
EKU	Special Asst. to the Provost for Diversity, ECU Judicial Affairs, Campus Environment Team
KCTCS	KCTCS does not develop a Public Safety Report. Information regarding the Minger Act is collected and forwarded to CPE, though information in the report does not include race/gender.
KSU	Vice President for Student Affairs, President's Cabinet
MoSU	President's Diversity Council/Affirmative Action Committee, Dean of Students
MuSU	Public Safety Officers/Department, Blue Ribbon Task Force on Diversity, Housing/Residence Life, Office of the Vice President for Student Affairs
NKU	Office of African American Student Affairs/Ethnic Services, Campus Climate Taskforce, Office of the President, University Board of Regents, Dean of Students
UK	Campus Environment Team, Dean of Students, Associate Vice President for Campus Services
UofL	Department of Student Affairs, Student Housing Department, University Department of Human Resources
WKU	Diversity Environment Committee, Vice President for Student Affairs

Six institutions (EKU, MoSU, MuSU, NKU, UK, and WKU) indicated that the report and data are shared with the CET, or its equivalent. The data are used by MoSU as part of the university's compliance under the Clary Act and Minger Law.

Policies Regarding the Disposition of Student Cases

All universities utilize a code of student conduct. Students are expected to abide by the rules and policies outlined in the document at their respective institution. Institutions reported that criminal cases that are adjudicated through the local courts are the jurisdiction of the local courts and are not reported back to the campuses. Records of the eventual outcome of cases are maintained by the Kentucky Administrative Office of the Courts. These data are not routinely or readily available to institutions.

Generally, where appropriate, the institution may interface with the courts; on behalf of a student or where a student may be required to perform community service. Typically, the campus-based judicial process is not linked to the process of the local courts. This is true for arrests and uniform citations issued by campus, local, or state police. According to the reports, institutions reserve the right to review student incidents independent of action by civil and criminal authorities and apply the university disciplinary process as it serves the educational mission. These are functions separate and distinct from civil and criminal proceedings.

Interface with Local Law Enforcement

While some institutional reports highlighted various interactions between campus and local law enforcement agencies, others indicated that no relationship exists. For example, EKU, MoSU, MuSU, NKU, UK, and WKU reported regular collaboration or interface with local law enforcement to discuss campus community policing. The

remaining reports did not include information related to campus and local police collaboration.

Institutional Policy Changes

Institutions did not report any significant changes in policy related to campus policing since the last reporting period. However, UK reported that the UKPD has increased their presence on campus and in the surrounding neighborhoods.

Overall, the reports demonstrate that increased attention to the campus and community environments has fostered improvements at many campuses with the intention of creating an environment that supports diversity and promotes student retention. Institutions are using the information to inform policy related to campus safety and student, faculty, and staff retention. Staff recommends that the CEO collect the information on an ad hoc basis.

Institutional representatives will be available at the October 13 meeting to respond to questions or provide additional detail regarding the institutional reports.

Staff preparation by Rana Johnson